
Virginia's Dental Hygienist Workforce: 2017

Healthcare Workforce Data Center

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5,203 Dental Hygienists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Dentistry express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Dental Hygienist Workforce: At a Glance:

The Workforce

Licensees:	5,907
Virginia's Workforce:	4,804
FTEs:	3,148

Background

Rural Childhood:	35%
HS Diploma in VA:	58%
Prof. Degree in VA:	65%

Current Employment

Employed in Prof.:	92%
Hold 1 Full-time Job:	52%
Satisfied?:	93%

Survey Response Rate

All Licensees:	88%
Renewing Practitioners:	94%

Education

Associate:	54%
Baccalaureate:	41%

Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	66%

Demographics

Female:	98%
Diversity Index:	33%
Median Age:	44

Finances

Median Inc.:	\$50k-\$60k
Retirement Benefits:	49%
Under 40 w/ Ed debt:	49%

Time Allocation

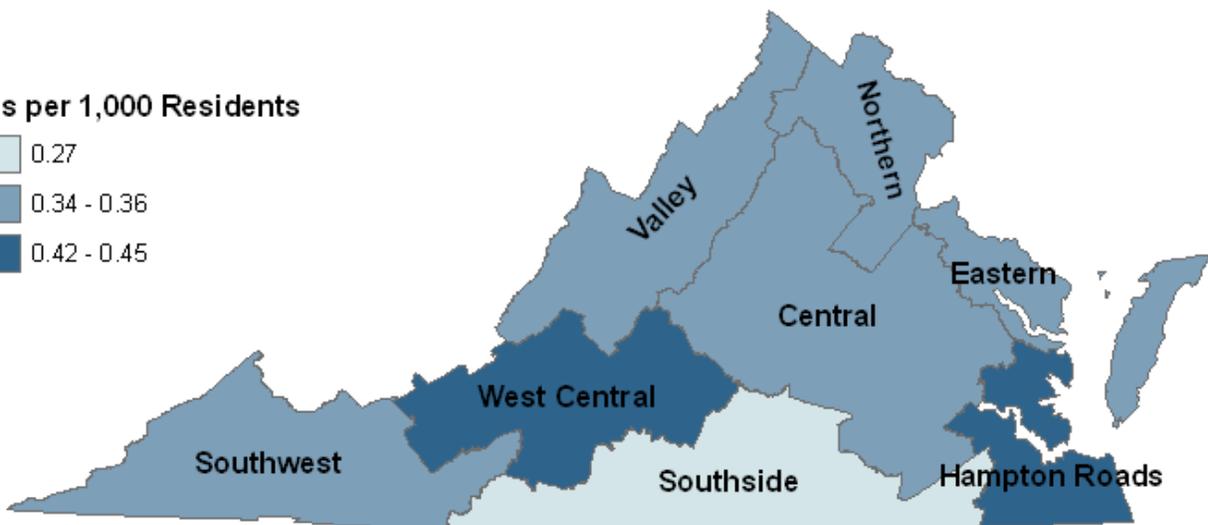
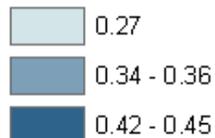
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	93%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division



5,203 dental hygienists voluntarily took part in the 2017 Dental Hygienist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for dental hygienists. These survey respondents represent 88% of the 5,907 dental hygienists who are licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 4,804 dental hygienists participated in Virginia's workforce during the survey period, which is defined as those dental hygienists who worked at least a portion of the year in the state or who live in the state and intend to return to work as a dental hygienist at some point in the future. Between April 2016 and March 2017, Virginia's dental hygienist workforce provided 3,148 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

98% of all dental hygienists are female, including 97% of those dental hygienists who are under the age of 40. In a random encounter between two dental hygienists, there is a 33% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes dental hygienists less diverse than Virginia's population as a whole, which currently has a diversity index of 56%.

35% of dental hygienists grew up in a rural area, and 20% of these professionals currently work in non-metro areas of the state. Overall, just 9% of Virginia's dental hygienists work in non-metro areas of the state. Meanwhile, 58% of Virginia's dental hygienists graduated from high school in Virginia, and 65% received their initial professional degree in the state. In total, 71% of the dental hygienist workforce has some educational background in the state.

54% of all dental hygienists hold an Associate's degree as their highest professional degree, while another 41% have earned a baccalaureate degree. 29% of dental hygienists currently have educational debt, including 49% of those who are under the age of 40. The median debt burden for those professionals with educational debt is between \$10,000 and \$20,000.

92% of dental hygienists are currently employed in the profession, and only 1% are involuntarily unemployed at the moment. 52% of Virginia's dental hygienists currently hold one full-time position, while 17% hold multiple positions at the same time. With respect to work hours, 51% of all dental hygienists currently work between 30 and 39 hours per week, while 29% work less than 30 hours per week.

The median annual income for Virginia's dental hygienist workforce is between \$50,000 and \$60,000. In addition, 72% of dental hygienists who earn either a salary or an hourly wage at their primary work location also receive at least one employer-sponsored benefit, including 49% who have access to a retirement plan. 93% of dental hygienists indicate they are satisfied with their current employment situation, including 59% who indicate they are "very satisfied".

66% of dental hygienists have worked at their primary work location for at least two years, while 7% switched jobs at some point in the past year. 71% of all dental hygienists work at a solo dental practice at their primary work location, while another 18% work at a group dental practice. Overall, 94% of Virginia's dental hygienists work at a for-profit establishment.

93% of all dental hygienists serve in a patient care role, meaning that at least 60% of their time is spent treating patients. The typical dental hygienist treats between 25 and 49 patients per week at her primary work location. In addition, those dental hygienists who also have a secondary work location treat an additional 1 to 24 patients per week on average.

25% of all dental hygienists expect to retire in the next decade, while half the current workforce expects to retire by 2037. Over the next two years, just 2% of dental hygienists plan on leaving the state to practice elsewhere, while another 2% plan on leaving the profession entirely. Meanwhile, 12% of dental hygienists expect to increase patient care activities, while 9% are planning to pursue additional educational opportunities.

Summary of Trends

In 2017, the number of dental hygienists who are licensed in the state increased from 5,727 to 5,907. At the same time, the number of licensees who voluntarily participated in the Dental Hygienist survey increased from 5,062 to 5,203. Although the response rate among Virginia's licensed dental hygienists remained the same at 88% in 2017, the response rate among renewing practitioners increased from 92% to 94%.

There were similar increases with respect to Virginia's dental hygienist workforce and the number of FTEs provided by this workforce. In 2016, there were 4,684 dental hygienists in Virginia's dental hygienist workforce, and this number increased to 4,804 in 2017. Meanwhile, the number of FTEs furnished by these dental hygienists increased from 3,045 to 3,148. Despite this increase, however, the typical dental hygienist actually provided fewer FTEs in 2017. In particular, the typical dental hygienist provided 0.70 FTEs in 2016, but this figure dipped to 0.69 FTEs in 2017.

Although there was no change in the percentage of dental hygienists who are employed in the profession, there was a small uptick in the percentage of the workforce that has one full time job. In 2016, 51% of Virginia's dental hygienists had one full-time job, but 52% had one in 2017. At the same time, Virginia's dental hygienists are slightly less likely to work less than 60 hours per week. This percentage fell from 30% in 2016 to 29% in 2017.

There was no change in either the median annual income of Virginia's dental hygienists or in the percentage of wage and salaried dental hygienists who receive at least one employer-sponsored benefit. However, dental hygienists were somewhat more likely to receive specific employer-sponsored benefits in 2017. For example, while only 46% of wage and salaried dental hygienists had access to a retirement plant at work in 2016, this percentage increased to 49% in 2017. In addition, the percentage of dental hygienists who receive dental insurance increased from 14% to 15%.

At the same time, there was a small change in how Virginia's dental hygienists are compensated at their primary work location. In 2016, 77% of all dental hygienists received an hourly wage at their primary work location, but this figure increased to 78% in 2017. This increase came at the expense of those dental hygienists who are compensated with a salary at their primary location. Although 22% of all dental hygienists received a salary at their primary work location in 2016, only 21% receive a salary in 2017.

Regardless, dental hygienists were slightly less satisfied with their current work situation in 2017. 61% of Virginia's dental hygienist workforce were "very satisfied" with their profession in 2016, but this percentage fell to 59% in 2017. Instead, a greater percentage of dental hygienists indicated that they were only "somewhat satisfied" with their current work situation. In 2017, the percentage of these professionals increased from 32% to 34%.

The dental hygienist labor market in Virginia showed some signs of improvement in 2017. 10% of Virginia's dental hygienist workforce were underemployed in 2016, but this figure fell to 9% in 2017. At the same time, the percentage of dental hygienists who were involuntarily unemployed also dropped from 3% to 2%. Meanwhile, Virginia's dental hygienist workforce were slightly less likely to stay with their employers over the long term. In 2016, 68% of dental hygienists had been at their primary work location for at least two years, but only 66% had done so in 2017.

72% of all dental hygienists worked at a solo dental practice in 2016, but this percentage dipped slightly to 71% in 2017. Instead, more dental hygienists worked at group dental practices. In 2016, 17% of Virginia's dental hygienists workforce were employed at a group dental practice, but this percentage climbed slightly to 18% in 2017.

Virginia's dental hygienists have moved up their retirement expectations over the past year. In 2016, 64% of all dental hygienists expected to retire by the age of 65, but 65% expect to do so in 2017. This trend is more pronounced among those dental hygienists who expect to retire by the age of 60. In 2016, 36% of all dental hygienists expected to retire no later than the age of 60, but this percentage increased to 38% in 2017. Meanwhile, the percentage of dental hygienists who expect to retire within the next ten years increased from 23% to 25%.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,291	90%
New Licensees	318	5%
Non-Renewals	298	5%
All Licensees	5,907	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 94% of renewing dental hygienists submitted a survey. These represent 88% of dental hygienists who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	73	611	89%
30 to 34	61	723	92%
35 to 39	75	706	90%
40 to 44	66	677	91%
45 to 49	76	628	89%
50 to 54	87	606	87%
55 to 59	77	575	88%
60 and Over	189	677	78%
Total	704	5,203	88%
New Licenses			
Issued in Past Year	69	249	78%
Metro Status			
Non-Metro	48	483	91%
Metro	428	3,910	90%
Not in Virginia	228	810	78%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dental Hygienists

Number:	5,907
New:	5%
Not Renewed:	5%

Response Rates

All Licensees:	88%
Renewing Practitioners:	94%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	5,203
Response Rate, all licensees	88%
Response Rate, Renewals	94%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2017.
- 2. Target Population:** All Dental Hygienists who held a Virginia license at some point between April 2016 and March 2017.
- 3. Survey Population:** The survey was available to dental hygienists who renewed their licenses online. It was not available to those who did not renew, including some dental hygienists newly licensed in 2017.

At a Glance:

Workforce

Dental Hygienist Workforce: 4,804
 FTEs: 3,148

Utilization Ratios

Licensees in VA Workforce: 81%
 Licensees per FTE: 1.88
 Workers per FTE: 1.53

Source: Va. Healthcare Workforce Data Center

Definitions

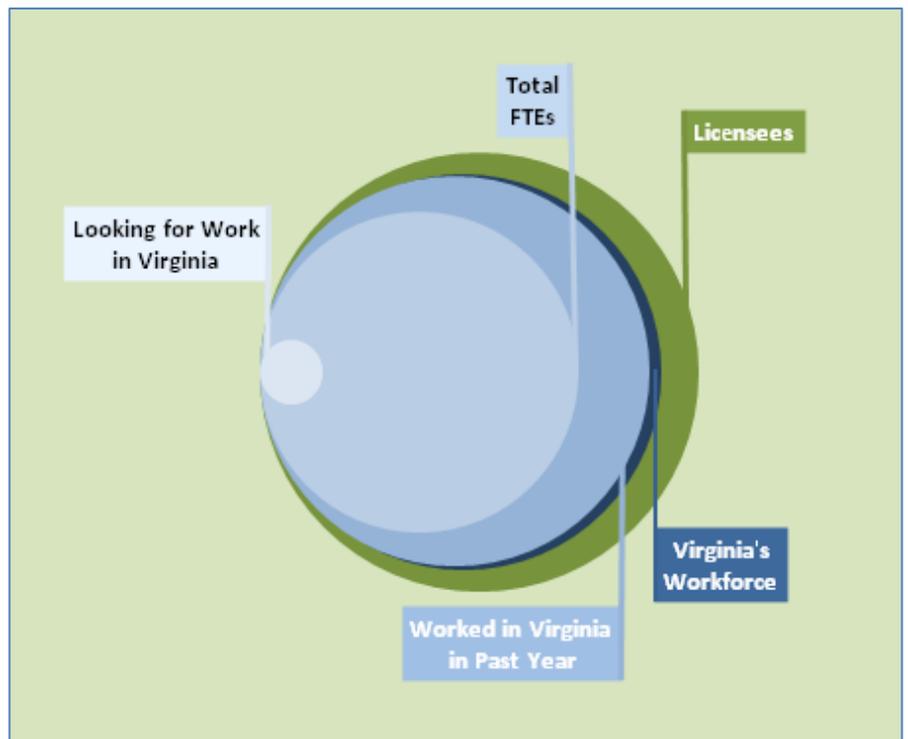
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2016 and March 2017 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Dental Hygienist Workforce		
Status	#	%
Worked in Virginia in Past Year	4,676	97%
Looking for Work in Virginia	128	3%
Virginia's Workforce	4,804	100%
Total FTEs	3,148	
Licensees	5,907	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	13	2%	548	98%	561	13%
30 to 34	18	3%	575	97%	594	14%
35 to 39	14	3%	550	98%	565	13%
40 to 44	14	3%	525	97%	539	13%
45 to 49	8	2%	492	99%	500	12%
50 to 54	0	0%	486	100%	486	11%
55 to 59	2	1%	452	100%	455	11%
60 +	4	1%	567	99%	571	13%
Total	73	2%	4,196	98%	4,270	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dental Hygienists		Hygienists Under 40	
	%	#	%	#	%
White	63%	3,477	81%	1,326	77%
Black	19%	225	5%	111	6%
Asian	6%	251	6%	130	8%
Other Race	0%	61	1%	23	1%
Two or more races	3%	84	2%	38	2%
Hispanic	9%	189	4%	102	6%
Total	100%	4,287	100%	1,730	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: Va. Healthcare Workforce Data Center

40% of dental hygienists are under the age of 40. 97% of these professionals are female, and they have a diversity index of 40%.

At a Glance:

Gender

% Female: 98%
% Under 40 Female: 97%

Age

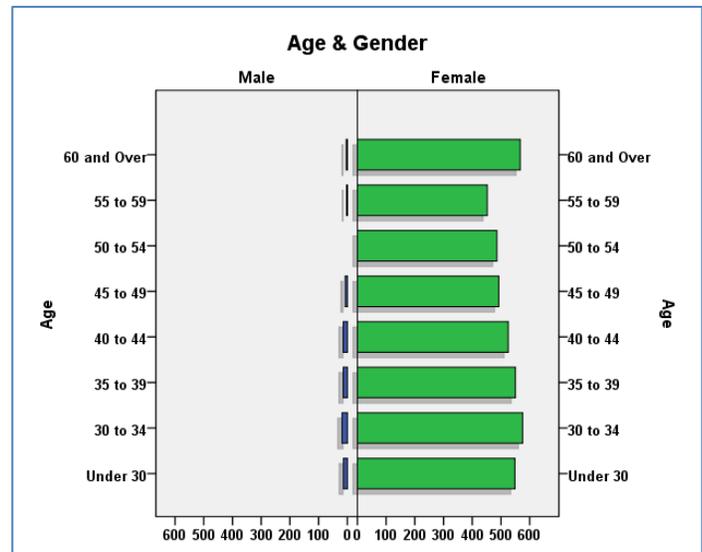
Median Age: 44
% Under 40: 40%
% 55+: 24%

Diversity

Diversity Index: 33%
Under 40 Div. Index: 40%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dental hygienists, there is a 33% chance they would be of a different race/ethnicity (a measure known as the Diversity Index).



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
Rural Childhood: 35%

Virginia Background

HS in Virginia: 58%
Prof. in VA: 65%
HS or Prof. in VA: 71%

Location Choice

% Rural to Non-Metro: 20%
% Urban/Suburban to Non-Metro: 4%

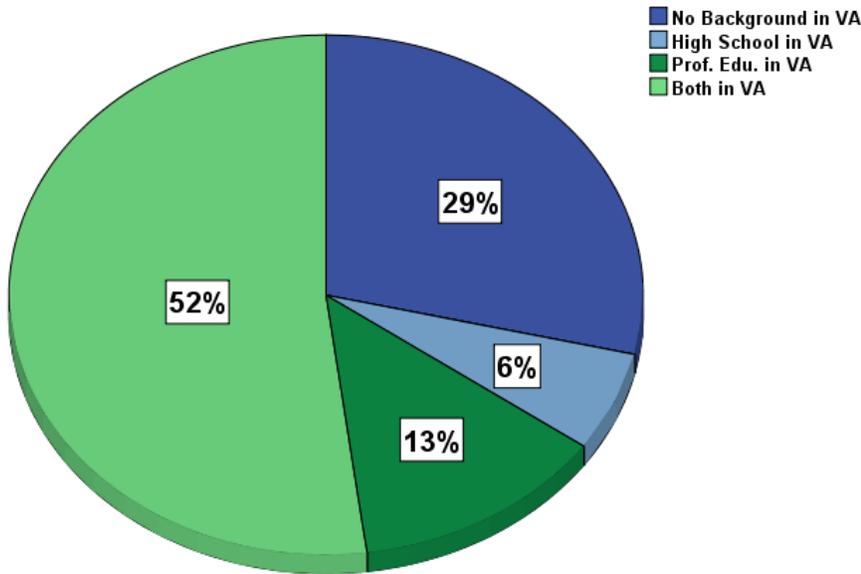
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	25%	61%	15%
2	Metro, 250,000 to 1 million	51%	37%	12%
3	Metro, 250,000 or less	63%	29%	8%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	61%	24%	15%
6	Urban pop, 2,500-19,999, Metro adj	72%	20%	8%
7	Urban pop, 2,500-19,999, nonadj	90%	5%	5%
8	Rural, Metro adj	76%	20%	4%
9	Rural, nonadj	61%	34%	5%
Overall		35%	52%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

35% of dental hygienists grew up in a rural area, and 20% of this group currently works in non-metro areas of the state. Overall, 9% of dental hygienists currently work in non-metro areas of Virginia.

Top Ten States for Dental Hygienist Recruitment

Rank	All Dental Hygienists			
	High School	#	Dental School	#
1	Virginia	2,490	Virginia	2,746
2	Outside U.S./Canada	244	North Carolina	211
3	Pennsylvania	157	Maryland	128
4	New York	140	West Virginia	126
5	North Carolina	132	New York	114
6	West Virginia	128	Pennsylvania	102
7	Maryland	126	Florida	97
8	Florida	89	Tennessee	86
9	New Jersey	74	Washington, D.C.	70
10	Michigan	60	Michigan	51

Source: Va. Healthcare Workforce Data Center

58% of all dental hygienists earned their high school degree in Virginia, and 65% received their initial professional degree in the state.

Among dental hygienists who received their initial license in the past five years, 55% earned their high school degree in Virginia, while 64% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	557	Virginia	649
2	Outside U.S./Canada	71	North Carolina	61
3	Maryland	46	Maryland	45
4	Pennsylvania	41	West Virginia	31
5	North Carolina	37	Pennsylvania	28
6	West Virginia	31	Florida	26
7	California	20	New York	17
8	New York	19	Georgia	13
9	Florida	16	Washington, D.C.	13
10	Texas	15	Tennessee	12

Source: Va. Healthcare Workforce Data Center

19% of Virginia's licensees were not part of the state's dental hygienist workforce. 82% of these licensees worked at some point in the past year, and 71% currently work as dental hygienists.

At a Glance:

Not in VA Workforce

Total:	1,104
% of Licensees:	19%
Federal/Military:	6%
Va Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Hygienist Degree		
Degree	#	%
Certificate	88	2%
Associate Degree	2,259	54%
Baccalaureate Degree	1,710	41%
Post-Graduate Cert.	13	0%
Master's Degree	107	3%
Doctorate	5	0%
Total	4,182	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Associate: 54%

Baccalaureate: 41%

Educational Debt

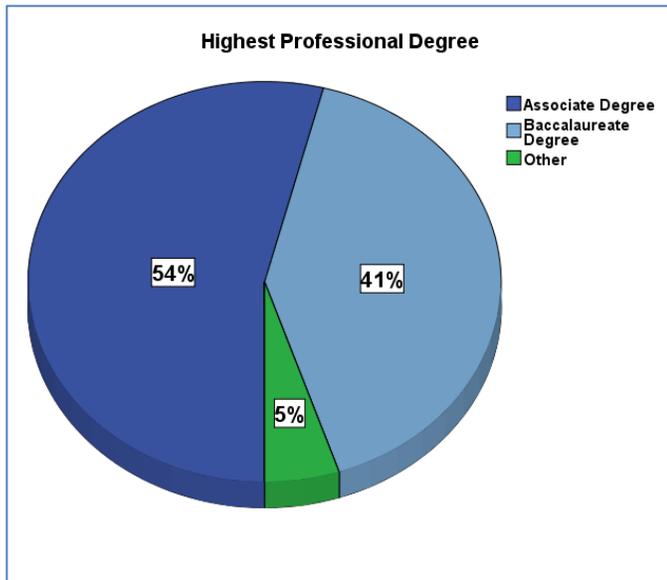
Carry debt: 29%

Under age 40 w/ debt: 49%

Median debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center

29% of dental hygienists carry educational debt, including 49% of those under the age of 40. For those with educational debt, their median burden is between \$10,000 and \$20,000.



Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dental Hygienists		Hygienists under 40	
	#	%	#	%
None	2,734	71%	820	51%
Less than \$10,000	316	8%	202	13%
\$10,000-\$19,999	254	7%	173	11%
\$20,000-\$29,999	173	4%	122	8%
\$30,000-\$39,999	100	3%	78	5%
\$40,000-\$49,999	86	2%	58	4%
\$50,000-\$59,999	58	1%	46	3%
\$60,000-\$69,999	51	1%	36	2%
\$70,000-\$79,999	18	0%	11	1%
\$80,000-\$89,999	30	1%	21	1%
\$90,000-\$99,999	10	0%	4	0%
\$100,000 or more	40	1%	22	1%
Total	3,869	100%	1,593	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 92%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 52%
2 or More Positions: 17%

Weekly Hours:

40 to 49: 12%
60 or more: 1%
Less than 30: 29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	0%
Employed in a dentistry related capacity	3,943	92%
Employed, NOT in a dentistry related capacity	109	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	25	1%
Voluntarily unemployed	169	4%
Retired	40	1%
Total	4,288	100%

Source: Va. Healthcare Workforce Data Center

92% of Virginia's dental hygienists are currently employed in the profession, and only 1% are involuntarily unemployed. 52% currently hold one full-time job, while 17% hold multiple positions simultaneously.

Current Positions		
Positions	#	%
No Positions	234	6%
One Part-Time Position	1,101	26%
Two Part-Time Positions	371	9%
One Full-Time Position	2,194	52%
One Full-Time Position & One Part-Time Position	234	6%
Two Full-Time Positions	5	0%
More than Two Positions	96	2%
Total	4,235	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	234	6%
1 to 9 hours	133	3%
10 to 19 hours	352	8%
20 to 29 hours	735	17%
30 to 39 hours	2,157	51%
40 to 49 hours	514	12%
50 to 59 hours	38	1%
60 to 69 hours	20	0%
70 to 79 hours	9	0%
80 or more hours	11	0%
Total	4,203	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	36	1%
Less than \$20,000	230	7%
\$20,000-\$29,999	202	6%
\$30,000-\$39,999	317	9%
\$40,000-\$49,999	469	13%
\$50,000-\$59,999	696	20%
\$60,000-\$69,999	679	19%
\$70,000-\$79,999	502	14%
\$80,000-\$89,999	238	7%
\$90,000-\$99,999	84	2%
\$100,000 or More	73	2%
Total	3,525	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$50k-\$60k

Benefits
Paid Vacation: 64%
Retirement: 49%

Satisfaction
Satisfied: 93%
Very Satisfied: 59%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,481	59%
Somewhat Satisfied	1,411	34%
Somewhat Dissatisfied	199	5%
Very Dissatisfied	86	2%
Total	4,177	100%

Source: Va. Healthcare Workforce Data Center

The typical dental hygienist made between \$50,000 and \$60,000 in the past year. Among dental hygienists who were compensated at their primary work location with either a salary or an hourly wage, 64% received paid vacation leave and 49% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,590	66%	64%
Retirement	1,944	49%	49%
Paid Sick Leave	1,346	34%	34%
Dental Insurance	609	15%	15%
Group Life Insurance	507	13%	12%
Signing/Retention Bonus	93	2%	2%
Received At Least One Benefit	2,907	74%	72%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	89	2%
Experience voluntary unemployment?	313	7%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	409	9%
Work two or more positions at the same time?	841	18%
Switch employers or practices?	315	7%
Experienced at least one	1,472	31%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s dental hygienists experienced involuntary unemployment at some point in the past year. By comparison, Virginia’s average monthly unemployment rate was 4.0% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	126	3%	117	11%
Less than 6 Months	236	6%	155	15%
6 Months to 1 Year	393	10%	140	14%
1 to 2 Years	626	15%	191	19%
3 to 5 Years	712	18%	168	16%
6 to 10 Years	686	17%	128	12%
More than 10 Years	1,281	32%	131	13%
Subtotal	4,059	100%	1,030	100%
Did not have location	158		3,715	
Item Missing	586		59	
Total	4,804		4,804	

Source: Va. Healthcare Workforce Data Center

78% of dental hygienists receive an hourly wage at their primary work location, while 21% earn a salary or work on commission.

At a Glance:

Unemployment Experience
 Involuntarily Unemployed: 2%
 Underemployed: 9%

Turnover & Tenure
 Switched Jobs: 7%
 New Location: 23%
 Over 2 years: 66%
 Over 2 yrs, 2nd location: 41%

Employment Type
 Hourly Wage: 78%
 Salary/Commission: 21%

Source: Va. Healthcare Workforce Data Center

66% of dental hygienists have been employed at their primary work location for at least two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	2,634	78%
Salary/ Commission	699	21%
By Contract	38	1%
Business/ Practice Income	13	0%
Unpaid	10	0%
Subtotal	3,395	100%
Did not have location	158	
Item Missing	1,250	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.6% in April 2016 to 3.8% in March 2017. The unemployment rate from March 2017 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	32%
Top 3 Regions:	75%
Lowest Region:	1%

Locations

2 or more (Past Year):	26%
2 or more (Now*):	22%

Source: Va. Healthcare Workforce Data Center

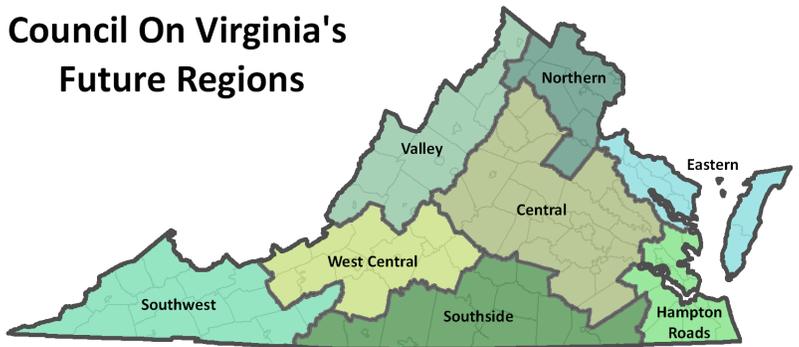
32% of all dental hygienists work in Northern Virginia, the most of any region in the state. Along with Hampton Roads and Central Virginia, these three regions employ 75% of the state's dental hygienist workforce.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	733	18%	172	16%
Eastern	59	1%	29	3%
Hampton Roads	978	24%	222	21%
Northern	1,307	32%	391	36%
Southside	127	3%	29	3%
Southwest	176	4%	39	4%
Valley	225	6%	45	4%
West Central	402	10%	98	9%
Virginia Border State/DC	20	0%	17	2%
Other US State	13	0%	31	3%
Outside of the US	0	0%	5	0%
Total	4,040	100%	1,078	100%
Item Missing	605		11	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



22% of all dental hygienists currently have multiple work locations, while 26% have worked at multiple locations over the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	130	3%	239	6%
1	2,970	71%	3,019	72%
2	620	15%	580	14%
3	336	8%	305	7%
4	49	1%	17	0%
5	28	1%	7	0%
6 or More	51	1%	17	0%
Total	4,184	100%	4,184	100%

*At the time of survey completion, March 2017.
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	3,676	94%	913	91%
Non-profit	63	2%	33	3%
State/local government	103	3%	42	4%
Veterans Administration	10	0%	1	0%
U.S. Military	53	1%	2	0%
Other Federal Government	9	0%	7	1%
Total	3,914	100%	998	100%
Did not have location	158		3715	
Item missing	731		91	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

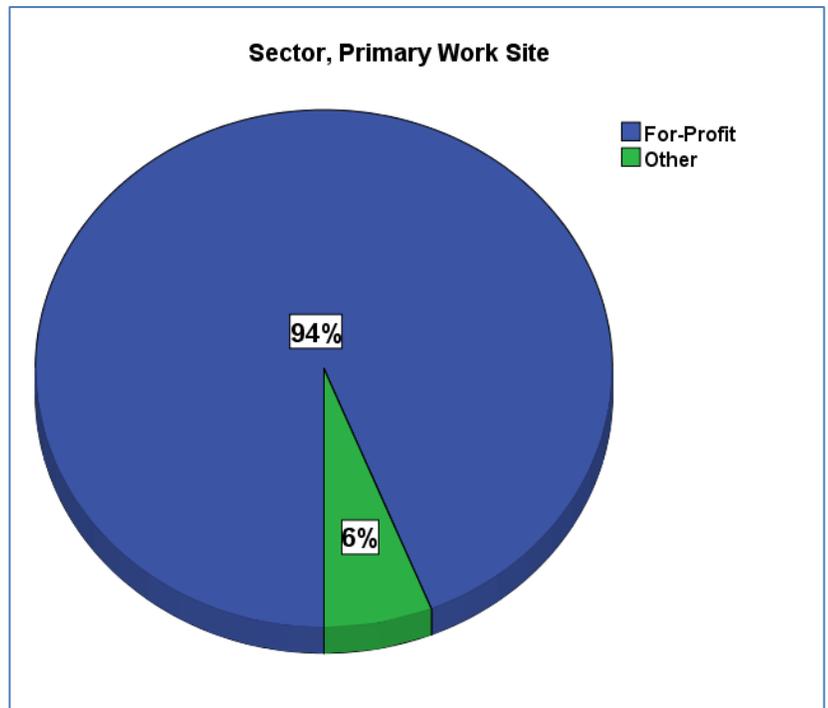
For Profit:	94%
Federal:	2%

Top Establishments

Solo Practice:	71%
Group Practice:	18%
Dental/Health Clinic:	6%

Source: Va. Healthcare Workforce Data Center

94% of dental hygienists work in for-profit establishments, while 2% work for the federal government.

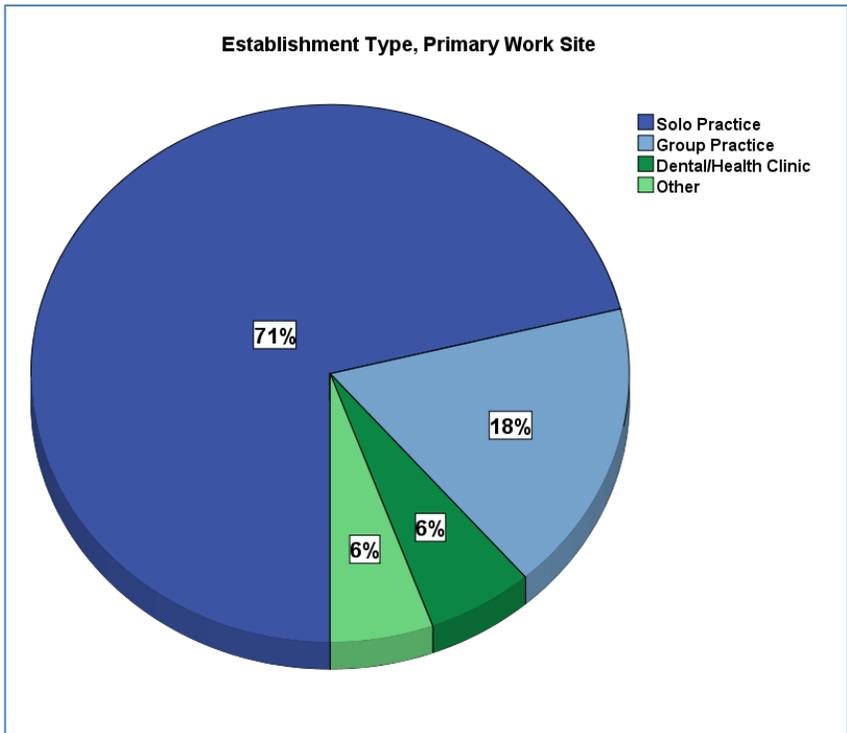


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,725	71%	717	75%
Group Practice	672	18%	103	11%
Dental/Health Clinic	220	6%	56	6%
Dental School (including Combined Dental/Dental Hygiene)	64	2%	42	4%
Hospital/Health System	27	1%	3	0%
Public Health Program	18	0%	6	1%
Corrections	13	0%	6	1%
Insurance	10	0%	2	0%
K-12 School or Non-Dental College	10	0%	2	0%
Nursing Home/Long-Term Care Facility	8	0%	1	0%
Supplier Organization	6	0%	2	0%
Other	58	2%	16	2%
Total	3,831	100%	956	100%
Did Not Have a Location	158		3715	

Source: Va. Healthcare Workforce Data Center

71% of dental hygienists work at a solo dental practice at their primary work location, while another 18% work at a group dental practice.



Among those dental hygienists who also have a secondary work location, 75% work at a solo dental practice and 11% work at a group dentist practice.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 90%-99%
Administration: 1%-9%

Roles

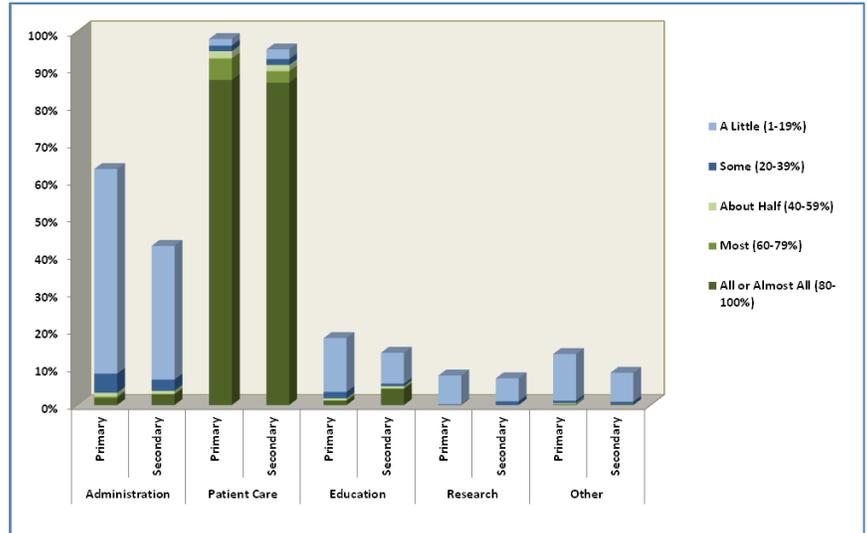
Patient Care: 93%
Administrative: 2%
Education: 1%

Patient Care Hygienists

Median Admin Time: 1%-9%
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



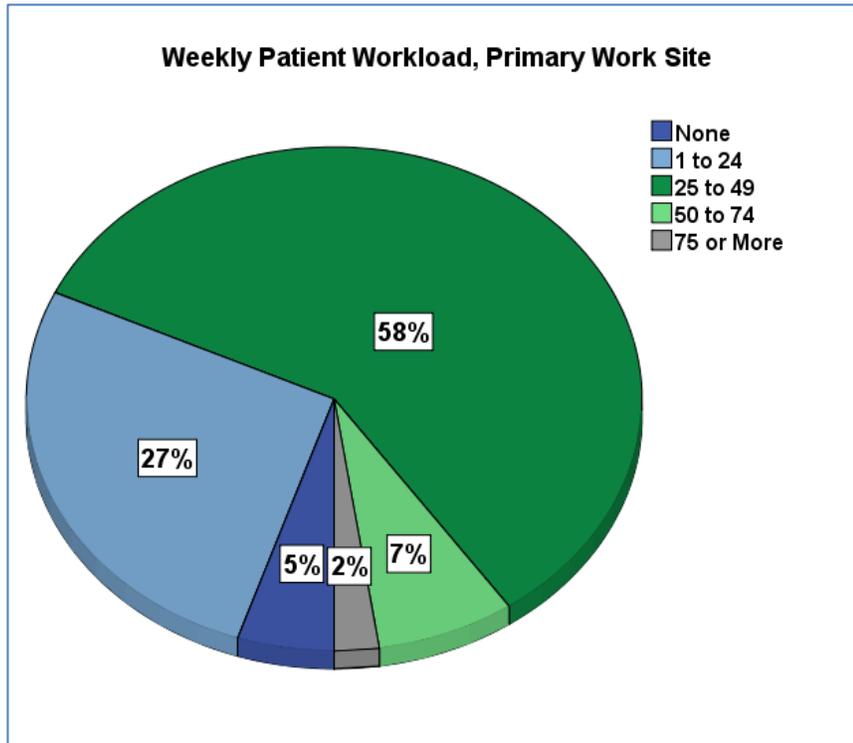
Source: Va. Healthcare Workforce Data Center

A typical dental hygienist spends nearly all of her time treating patients. In particular, 93% of dental hygienists fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	2%	3%	87%	86%	1%	4%	0%	0%	0%	0%
Most (60-79%)	0%	0%	6%	3%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	1%	1%	2%	2%	1%	1%	0%	0%	0%	0%
Some (20-39%)	5%	3%	1%	2%	2%	1%	0%	1%	1%	1%
A Little (1-20%)	55%	36%	2%	3%	14%	8%	8%	6%	12%	8%
None (0%)	37%	57%	2%	5%	82%	86%	92%	93%	86%	91%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 25-49
 Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

The typical dental hygienist treated between 25 and 49 patients per week at her primary work location. For those dental hygienists who also had a secondary work location, the median workload was between 1 and 24 patients per week.

# of Patients Per Week	Patient Care Visits			
	Primary		Secondary	
	#	%	#	%
None	201	5%	103	10%
1-24	1,063	27%	676	68%
25-49	2,312	58%	171	17%
50-74	288	7%	31	3%
75-99	42	1%	7	1%
100-124	23	1%	4	0%
125-149	11	0%	5	1%
150-174	3	0%	1	0%
175-199	2	0%	0	0%
200 or More	12	0%	0	0%
Total	3,957	100%	998	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Dental Hygienists		Hygienists over 50	
	#	%	#	%
Under age 50	325	9%	-	-
50 to 54	407	11%	33	3%
55 to 59	676	18%	127	10%
60 to 64	1,023	27%	408	31%
65 to 69	853	23%	483	37%
70 to 74	222	6%	135	10%
75 to 79	38	1%	28	2%
80 or over	19	1%	9	1%
I do not intend to retire	158	4%	81	6%
Total	3,723	100%	1,304	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dental Hygienists

Under 65: 65%
Under 60: 38%

Hygienists 50 and over

Under 65: 44%
Under 60: 12%

Time until Retirement

Within 2 years: 5%
Within 10 years: 25%
Half the workforce: By 2037

Source: Va. Healthcare Workforce Data Center

65% of dental hygienists expect to retire by the age of 65. Among dental hygienists who are already at least age 50, 44% still expect to retire by age 65.

Within the next two years, 12% of Virginia’s dental hygienists plan on increasing their patient care activities, and 9% plan on pursuing additional educational opportunities.

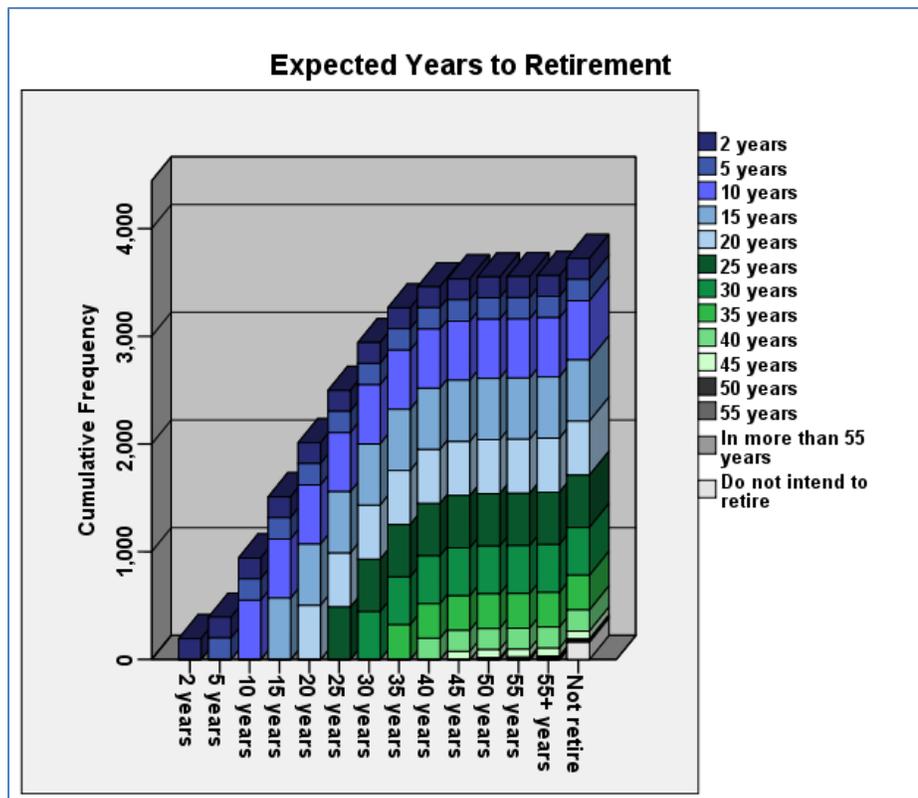
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	113	2%
Leave Virginia	117	2%
Decrease Patient Care Hours	445	9%
Decrease Teaching Hours	12	0%
Increase Participation		
Increase Patient Care Hours	554	12%
Increase Teaching Hours	129	3%
Pursue Additional Education	429	9%
Return to Virginia’s Workforce	47	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for dental hygienists. While only 5% of dental hygienists expect to retire in the next two years, 25% plan on retiring within the next decade. More than half of the current workforce expects to retire by 2037.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	194	5%	5%
5 years	199	5%	11%
10 years	549	15%	25%
15 years	569	15%	41%
20 years	502	13%	54%
25 years	486	13%	67%
30 years	444	12%	79%
35 years	322	9%	88%
40 years	196	5%	93%
45 years	73	2%	95%
50 years	17	0%	95%
55 years	3	0%	95%
In more than 55 years	11	0%	96%
Do not intend to retire	158	4%	100%
Total	3,723	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2027. Retirements will peak at 15% of the current workforce between 2027 and 2032 before declining to under 10% of the current workforce again around 2052.

At a Glance:

FTEs

Total: 3,148
 FTEs/1,000 Residents: 0.376
 Average: 0.68

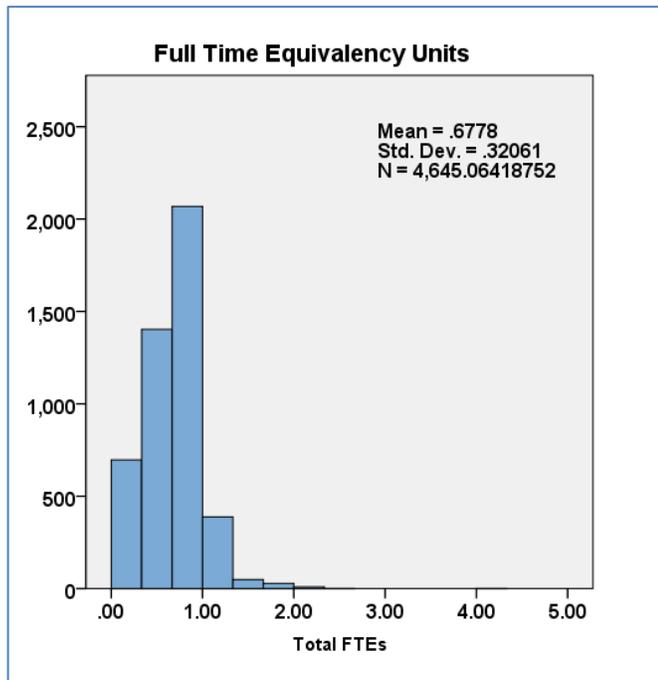
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

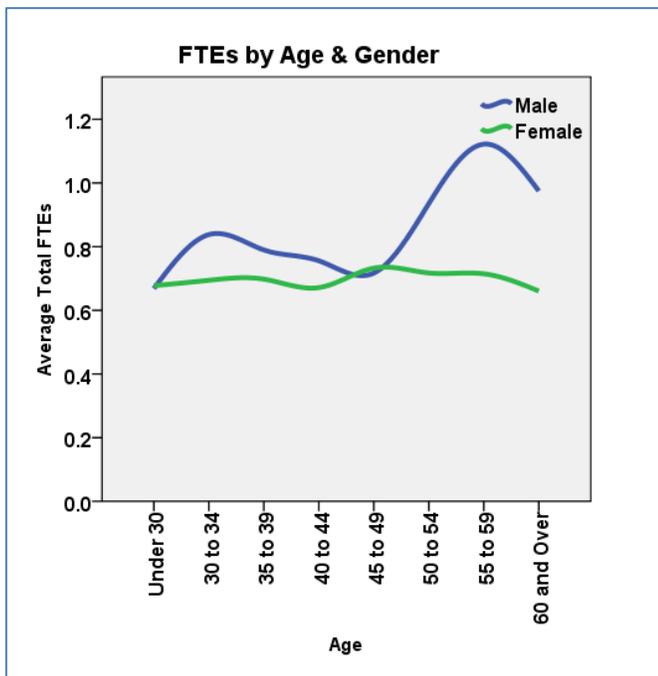


Source: Va. Healthcare Workforce Data Center

The typical dental hygienist provided 0.69 FTEs in the past year, or approximately 28 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify a difference exists.²

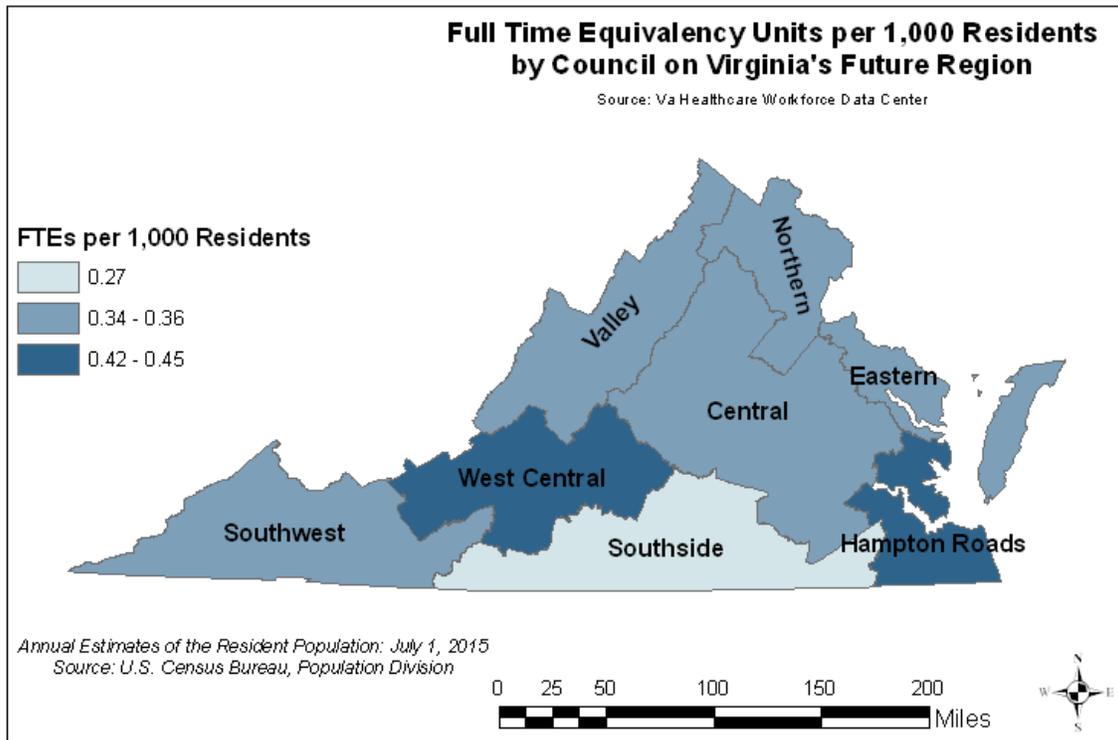
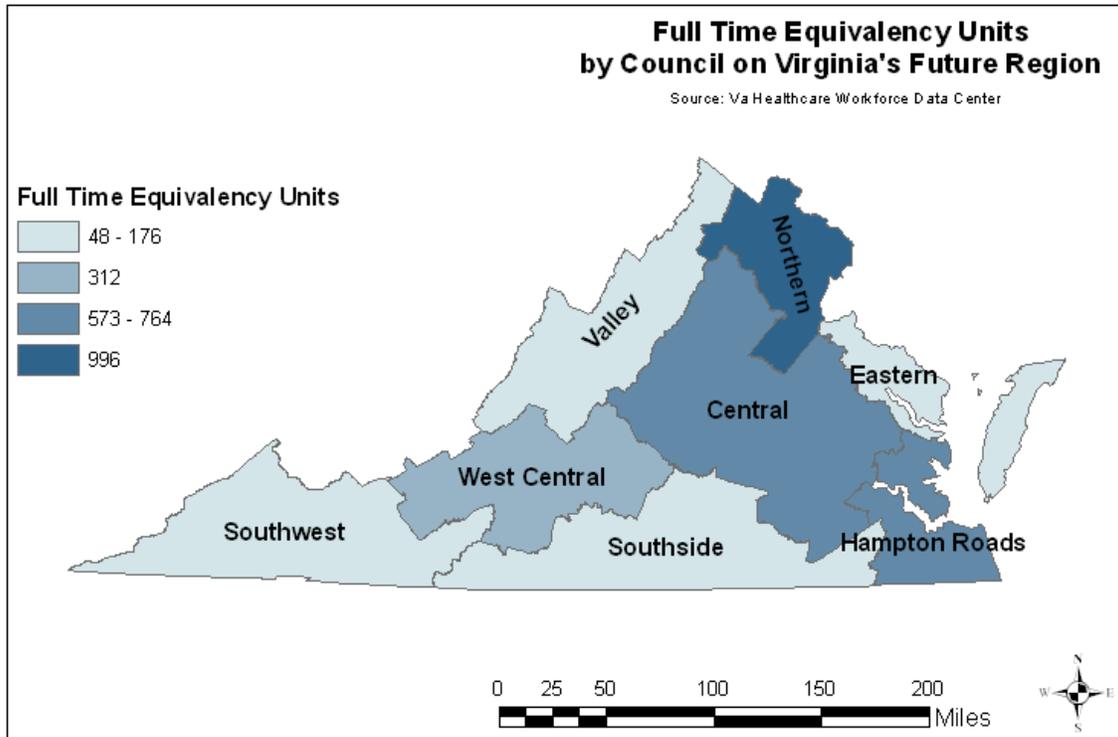
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.67	0.71
30 to 34	0.69	0.74
35 to 39	0.67	0.70
40 to 44	0.63	0.67
45 to 49	0.73	0.70
50 to 54	0.69	0.70
55 to 59	0.69	0.70
60 and Over	0.65	0.61
Gender		
Male	0.78	0.91
Female	0.69	0.75

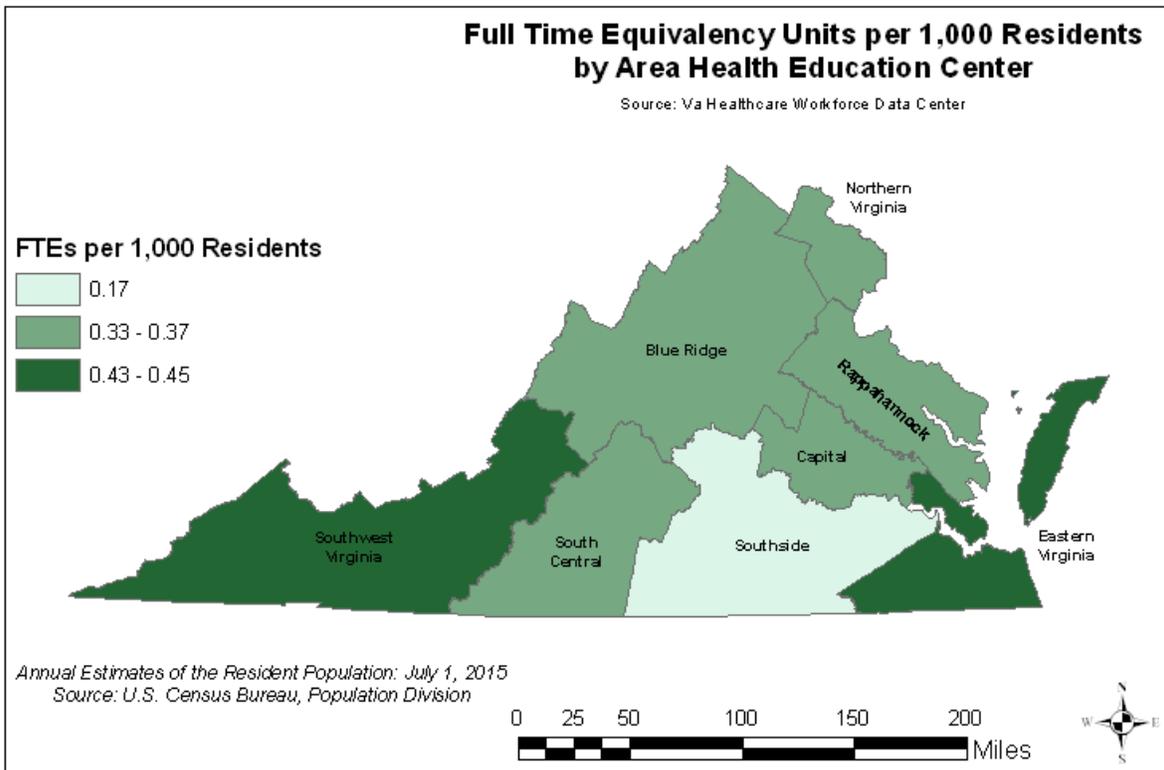
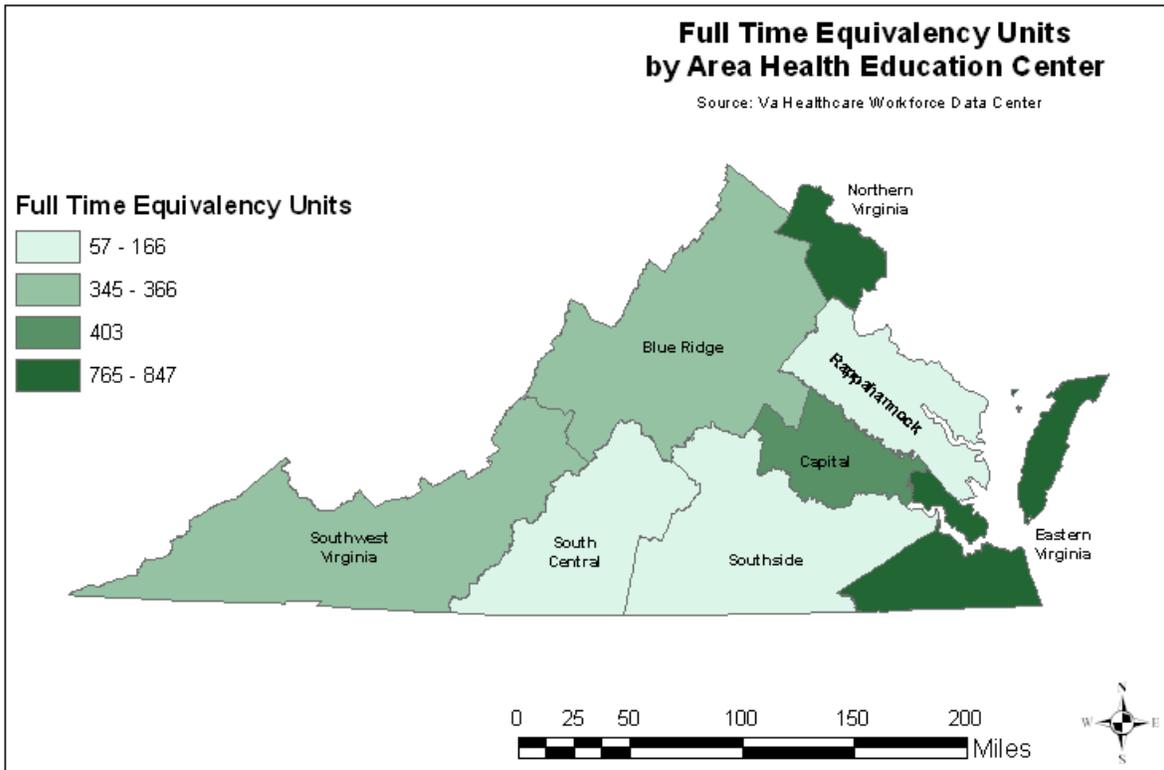
Source: Va. Healthcare Workforce Data Center

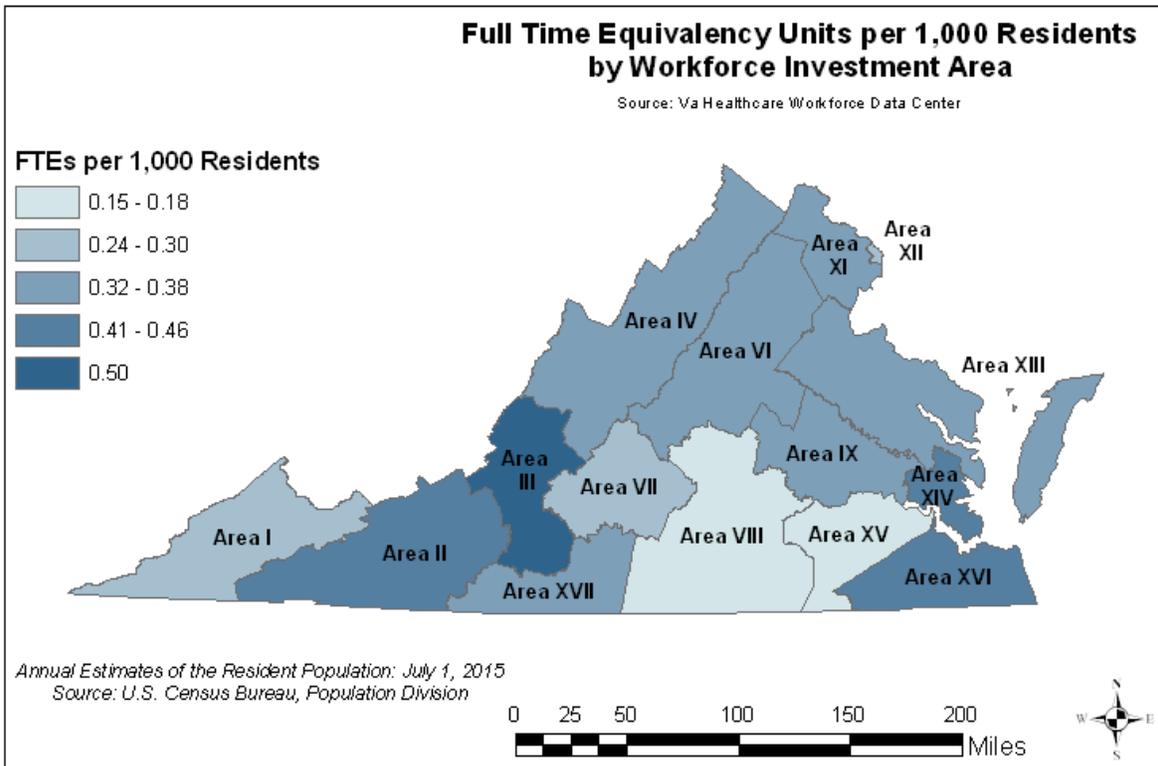
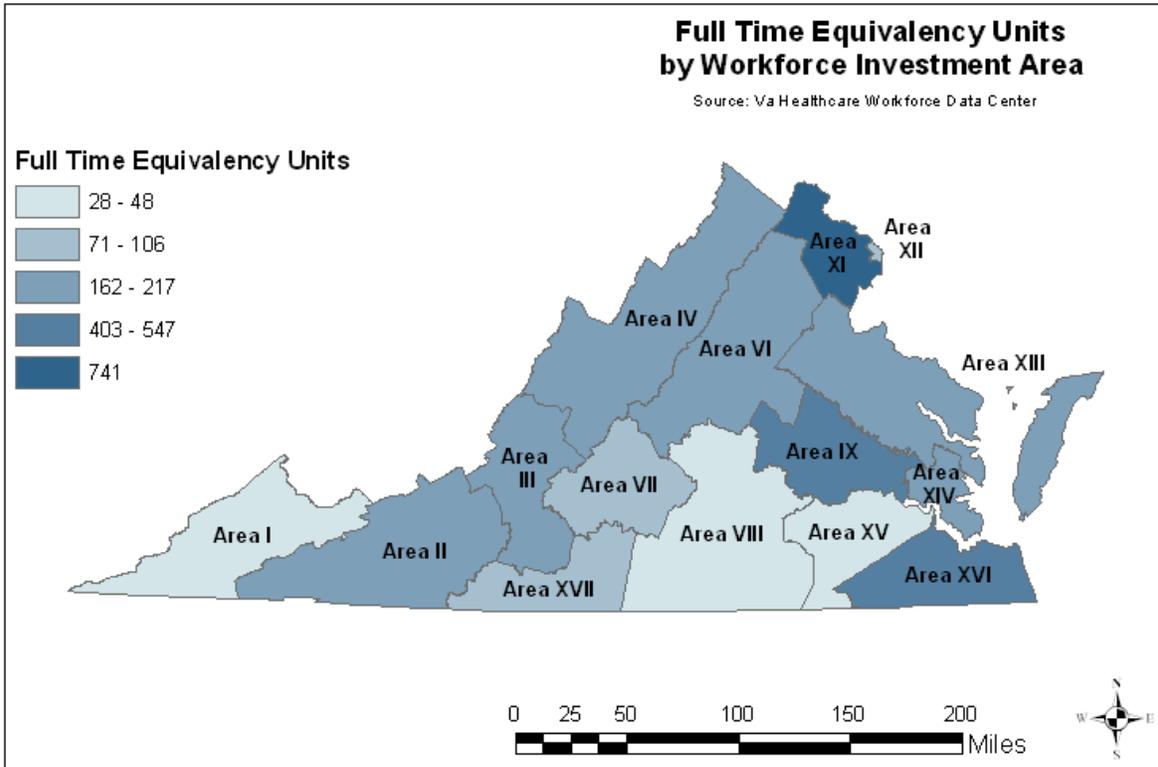


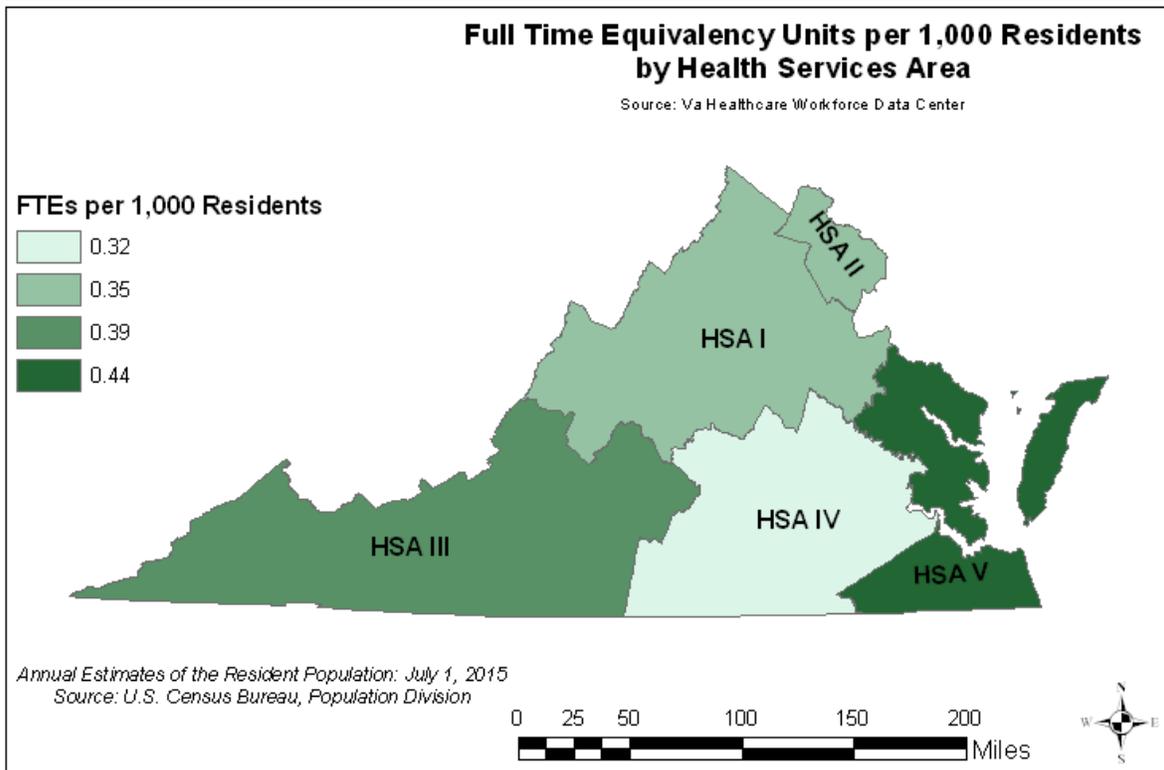
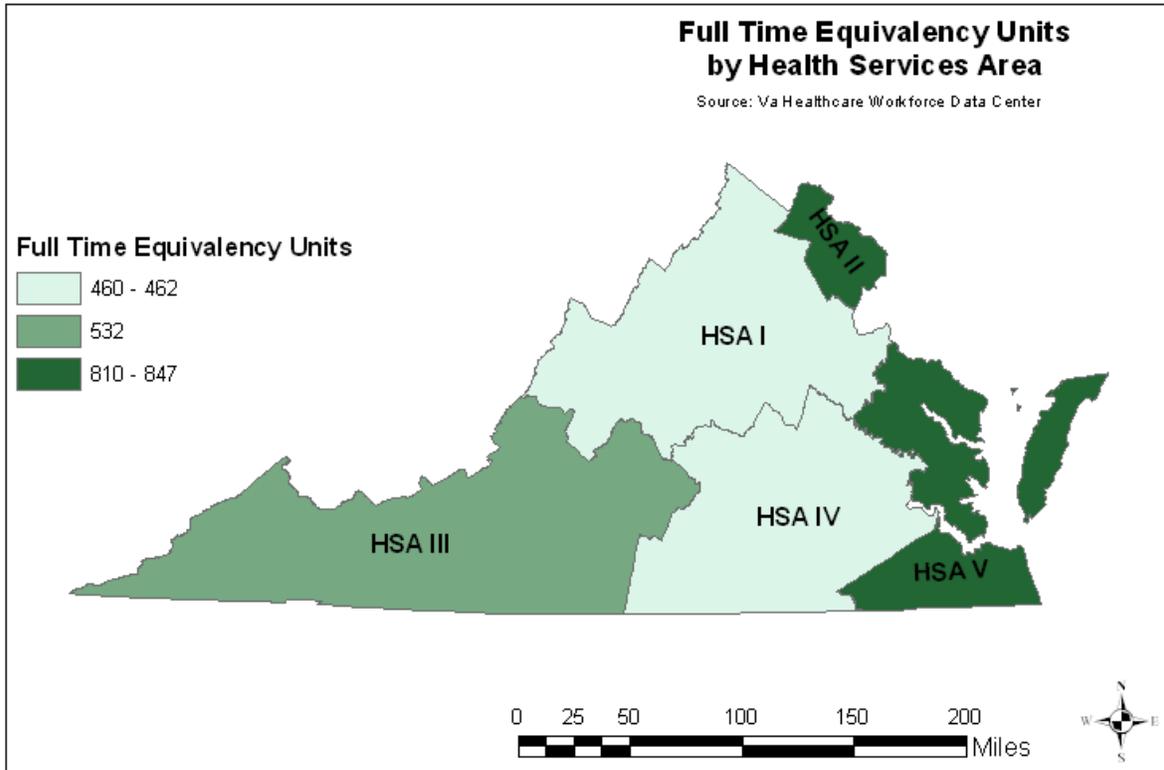
Source: Va. Healthcare Workforce Data Center

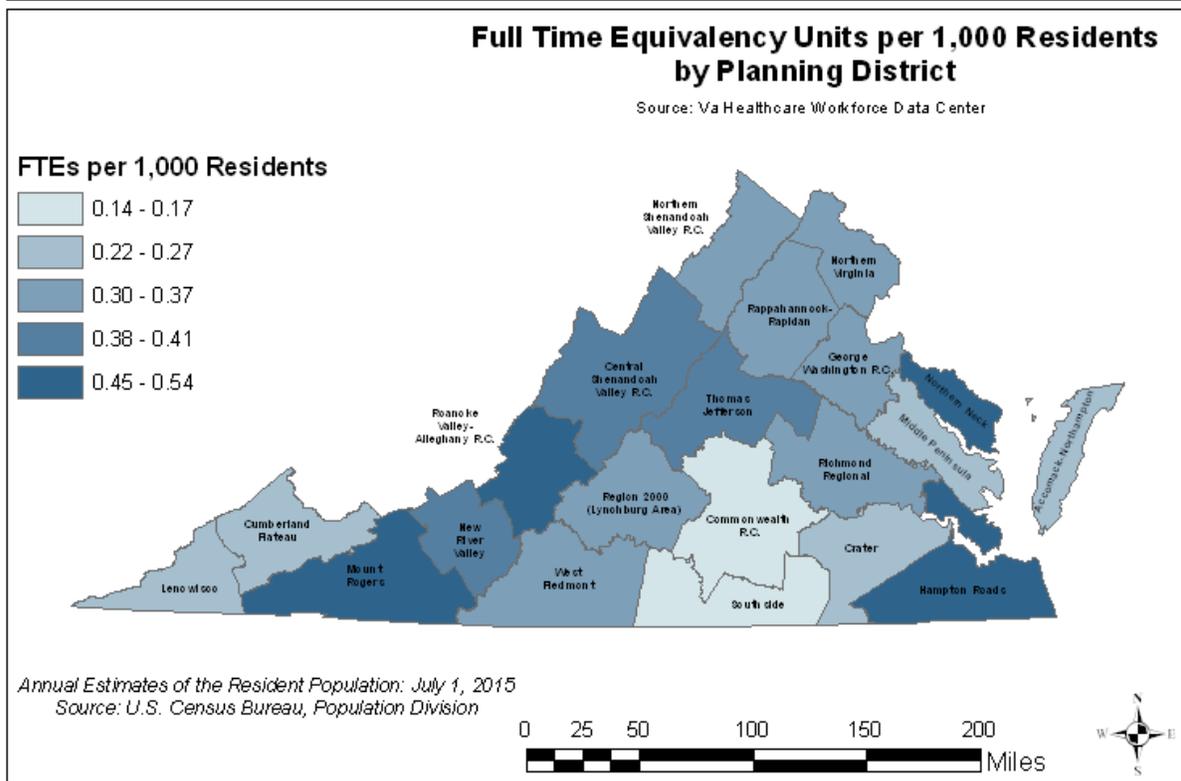
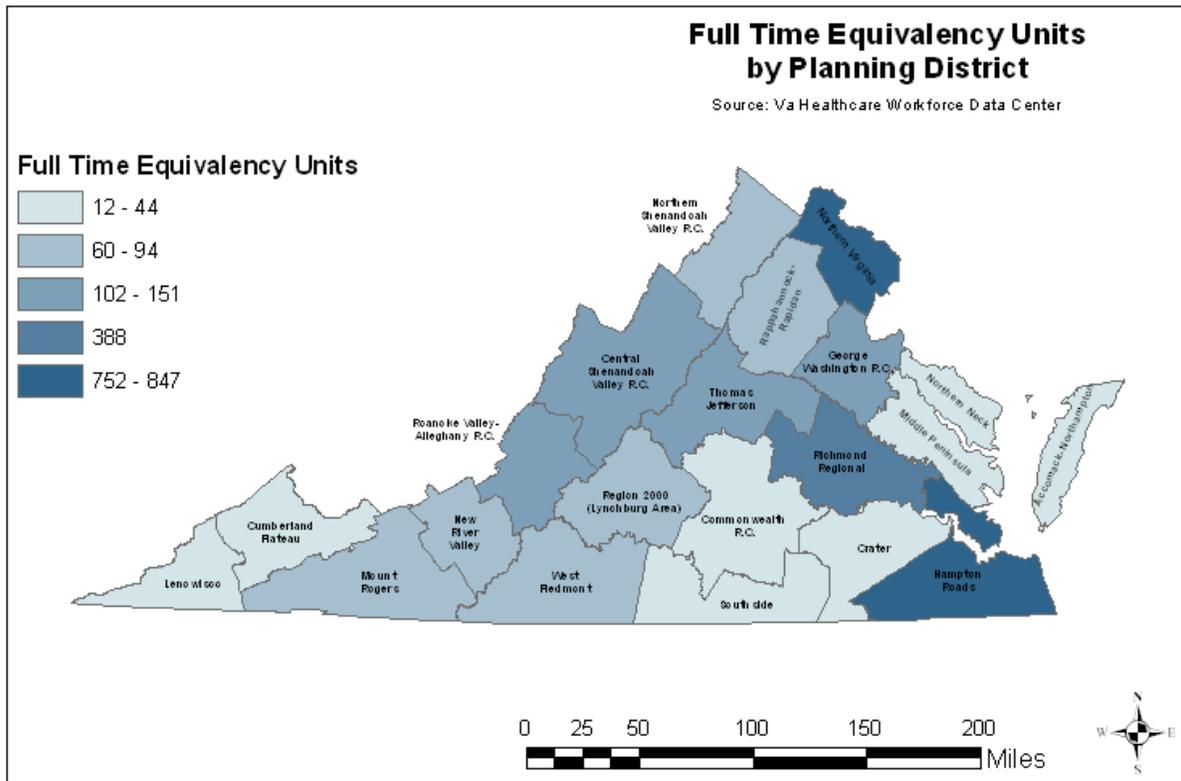
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	3,487	90.05%	1.11051	1.06069	1.25123
Metro, 250,000 to 1 million	420	93.81%	1.06599	1.01816	1.20107
Metro, 250,000 or less	431	87.24%	1.146277	1.09485	1.29153
Urban pop 20,000+, Metro adj	90	90.00%	1.111111	1.06126	1.25191
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	187	92.51%	1.080925	1.03243	1.2179
Urban pop, 2,500-19,999, nonadj	125	91.20%	1.096491	1.0473	1.23544
Rural, Metro adj	82	86.59%	1.15493	1.10311	1.30128
Rural, nonadj	47	93.62%	1.068182	1.02026	1.20354
Virginia border state/DC	505	82.57%	1.211031	1.1567	1.36449
Other US State	533	73.73%	1.356234	1.29539	1.5281

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	684	89.33%	1.119476	1.05113	1.33732
30 to 34	784	92.22%	1.084371	1.01816	1.29539
35 to 39	781	90.40%	1.106232	1.03869	1.3215
40 to 44	743	91.12%	1.097489	1.03048	1.31106
45 to 49	704	89.20%	1.121019	1.05258	1.33917
50 to 54	693	87.45%	1.143564	1.07374	1.3661
55 to 59	652	88.19%	1.133913	1.06468	1.35457
60 and Over	866	78.18%	1.279173	1.20107	1.5281

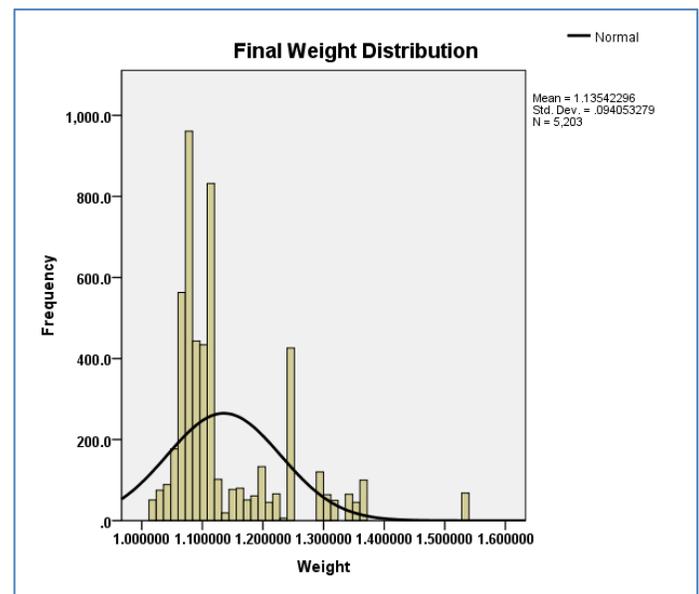
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.880819



Source: Va. Healthcare Workforce Data Center